

3 FAM 4180

MEMBERS OF HOUSEHOLD (MOHS)

(CT:PER-678; 06-22-2012)
(Office of Origin: HR/ER/WLD)

3 FAM 4181 GENERAL

(CT:PER-659; 11-16-2011)
(Uniform State/USAID/Commerce)
(Applies to Foreign Service Employees)

- a. For the purpose of this subchapter, members of household (MOHs) are those persons who have accompanied or joined an employee assigned abroad and who the employee has declared to the chief of mission to be part of his or her household, who will reside at post with the employee, and who are other than legitimate domestic staff. MOHs do not include those persons who are "family members" or "eligible family members." MOHs are by definition cohabitants. Therefore, employees who declare MOHs must ensure compliance with the provisions of 12 FAM 275, Reporting Cohabitation with and/or Intent to Marry a Foreign National.
- b. Where appropriate and practicable and subject to applicable law, chiefs of mission and their staffs should ensure that the official American community is as welcoming as possible and should apply the following policies fairly and equitably to all MOHs:
 - (1) Assist MOHs, upon request, in obtaining appropriate residency permits and travel visas in accordance with local law. However, posts may not request privileges, immunities, or exemptions for MOHs and, to the extent post informs the foreign government that the MOH has accompanied the employee abroad and resides with the employee, it should expressly state that the MOH is not regarded by the Department of State as a member of the employee's family forming part of his or her household for the purposes of the Vienna Conventions on Diplomatic or Consular Relations or for any other official purpose;
 - (2) Include U.S. citizen MOHs in the mission warden system;
 - (3) Consider MOHs, who can legally work in the respective country and have obtained any necessary work permits, for positions at post that are appropriate for their citizenship. Such consideration is subject to applicable law, including nepotism regulations, priority consideration for eligible family members and veteran's preference;
 - (4) At the employee's request and with the MOHs' authorization, include MOHs

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in post telephone and address listings;

- (5) Include MOHs in all events sanctioned by post on the same basis as eligible family members; and
 - (6) Allow MOHs to participate in local community liaison office (CLO)- and family liaison office (FLO)-sponsored activities and programs.
- c. Posts may consult with the Bureau of Human Resources (Office of Policy Coordination (DGHR/PC)) if they have questions about policies related to MOHs other than those set forth in this subchapter.
- d. Employees' responsibilities with respect to MOHs:
- (1) Employees must declare all MOHs to the chief of mission;
 - (2) Employees should, to the best of their abilities and where relevant, ensure that their MOHs comply with all applicable laws, regulations, and post policies applicable to the U.S. community, including the classified Overseas Security Policy Board (OSPB) standards found in 12 FAH-6 H-311.8, 12 FAH-6 H-312.8, 12 FAH-6 H-313.8, and 12 FAH-6 H-314.8, regarding employee and visitor access restrictions;
 - (3) Employees should encourage their MOHs to complete emergency locator cards for use by post; and
 - (4) Employees must report foreign national MOHs and request an approval for cohabitation in U.S. Government housing in accordance with 12 FAM 275, Reporting Cohabitation with and/or Intent to Marry a Foreign National, and 12 FAM 442, Members of Household.
- e. When evaluating the suitability of an employee for assignment to a Critical Human Intelligence-Threat post under 12 FAM 263.3-2, Critical Human Intelligence-Threat Posts, the Bureau of Diplomatic Security (DS) will consider an MOH to the same extent it would a family member.
- f. The anti-nepotism regulations in 3 FAM 1300 Appendix A and 3 FAM 8300 must apply to MOHs.

3 FAM 4182 THROUGH 4189 UNASSIGNED

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